



Missoula City-County Health Department

Nutrition Services

SENATE PUBLIC HEALTH, WELLNESS & SAFETY  
301 W Alder

EXHIBIT NO. 6 Missoula, MT 59802-4123

PHONE: (406) 258-4740 FAX: (406) 258-4906

DATE: 1-17-07

BILL NO. SB 89

January 16, 2007

Chairman Weinberg, Senator Williams and members of the Public Health and Safety Committee

Thank you for your consideration of the bill providing for breastfeeding in the workplace.

I have some comments that come from several perspectives, as a mother, as an employer and as a public health employee:

My first son was born 30 years ago, and when my infant was 4 months old, I returned to work and immediately began supplementing with formula. I had been taught and firmly believed that formula and breastmilk were nutritionally equivalent. My son had to be switched to several different brands of formula, because he didn't like them, or he spit them up, or he had "gastrointestinal upsets" every night. Had I known then what I know now, I would have simply asked my employer to help me figure out how to manage breastfeeding, pumping and working. After all, at the time I worked in the State Health Department here in Helena, but in the 1970's this was not a conversation that we had with our employers.

Now I work in the Missoula City-County Health Department, and have for the past 25 years. As a supervisor in an agency that did not have a policy that supported breastfeeding, I'd like to share an experience. We had an excellent employee, a young woman employee who before delivery of her baby, had asked that we find a private area where she could pump, so she could return to work after her baby was born. Her hope was to continue to breastfeed her baby for the first year of life. I'm ashamed to admit that I felt her request was putting an undue burden on the rest of our busy staff. I know that I conveyed that impression to her, as I felt that I had no help when my children were born, why should we go out of our way to help her? Jacquie soon took a job in another county. I can't help but think that our lack of support of her desire to nurture and nourish her baby, led to her leaving. I know that others of you here who are employers recognize how unfortunate it is to lose a competent employee, and how expensive it is to retrain another.

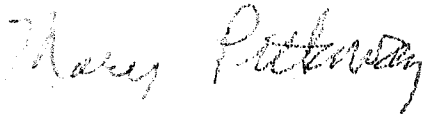
As a supervisor in a worksite that now has a breastfeeding support policy in place, I've learned the following: By speaking openly with all employees about our desire to support breastfeeding employees, we are helping our community to improve the health of their children. We are practicing what we as health care providers preach. We are reducing the amount of time these mothers take off for sick leave to care for babies who have preventable illnesses. One by one, three women have announced that their pregnancies during this past year, and each has shared how happy they are that they will be able to continue breastfeeding when they return from their maternity leave.

As a public health provider who works with mothers in the WIC program, we have seen a growing and scary trend. It is exemplified by the infamous car seat that no longer remains in the car. Parents appropriately put their babies in the car seat when traveling around town.

The car seat is removed and the baby is carried at arms length swaddled in plastic, into stores, clinics, to friend's homes, to restaurants. Many times, the baby remains in the car seat except for diaper changes, because bottles can be propped and the baby drinks formula and then falls asleep. Babies are then put into their beds IN THE CAR SEATS, so as not to waken them. My concern is this. Skin to skin contact between baby and parent, fosters a sense of peace and security, enhances brain development, improves digestion, and enhances sleep and joy. Babies who are breastfed spend significantly more time in their mother's arms, with skin to skin contact. Anything we do to enhance breastfeeding enhances the growth and development of the infants and children in our society.

One additional brief but important point is the fact that breastfed babies are much less likely to become obese adults. They learn early on to quit eating when they are full. Formula fed babies, with help from their well meaning parents, often begin over feeding from the early days of their lives. Please support this legislation, as it will bring us one step closer to taking us back to the future, with regards to the parenting practices in our communities.

Sincerely

A handwritten signature in cursive script, reading "Mary Pittaway". The ink is dark and the signature is fluid, with a long, sweeping tail on the "y".

Mary Pittaway, MA, RD, CLC  
Missoula City-County Health Department



January 15, 2007

Senator Carol Williams  
Senate Majority Leader  
Montana State Senate  
Helena, MT 59620

Mary Pittaway  
MCHD Missoula  
543-8892

SENATE PUBLIC HEALTH, WELFARE & SAFETY	
EXHIBIT NO.	6
DATE:	1-17-07
BILL NO.	SB 89

Dear Senator Williams and members of the Montana Legislature,

The Montana Dietetic Association whole heartedly supports SB 89, a bill for an act entitled: "an act requiring break time and privacy for needs of breastfeeding mothers in state and county governments, municipalities, school districts, and the university system; and providing that it is discrimination to refuse to hire or employ, bar, or discharge from employment an employee who expresses breast milk or to discriminate in terms, conditions, or privileges of employment.

Health professionals and public health officials promote breastfeeding to improve infant health. Both mothers and children benefit from breast milk. Breastfeeding helps prevent diarrhea and infections in infants. It also provides long-term preventive effects for the mother, including an earlier return to pre-pregnancy weight, reduced risk of pre-menopausal breast cancer and osteoporosis. According to the *data specific to Montana*, about 70 percent of mothers start breastfeeding immediately after birth, but less than 20 percent of those moms are breastfeeding exclusively six months later. Healthy People 2010 objectives for the nation include increasing the proportion of mothers who breastfeed their babies in the early postpartum period to 75 percent. Nearly all states (46) have enacted legislation related to breastfeeding.

**Potential benefits of being a Mother-Friendly company**

1. reduced turnover
2. shorter maternity leave
3. lower absenteeism due to a sick child
4. higher morale among employees
5. increased productivity among employees with new children
6. enhanced loyalty among employees
7. enticing recruitment incentive
8. improved positive image in the community
9. lower and fewer health-insurance claims

In Montana, in addition to letters from numerous working mothers, many professional health organizations have offered letters of support for the proposed legislation including the following:

American Academy of Pediatrics-Montana Chapter  
Healthy Mothers Healthy Babies, Montana Coalition  
Lewis and Clark County Health Department  
Missoula City-County Health Department  
Missoula Community Medical Center  
Montana Association of WIC Agencies  
Montana Breastfeeding Coalition  
Montana Dental Association  
Montana LeLeche League  
Montana Nurses Association  
Montana Public Health Association  
Montana Public Health Nurse Directors Association  
Montana Registered Dental Hygienist Association  
The AFL-CIO  
The Billings Medical Clinic  
Women's voices for the Earth, Montana Affiliate  
Yellowstone City County Health Department

In Montana, 2/3 of all women who have a baby return to work soon after delivery. And although we have a many mothers initiate breastfeeding in the hospital, fewer than 5% are exclusively breastfeeding at 6 months. We want to help those who want to breastfeed Exclusive breastfeeding for about the first six months of life provides the most complete form of nutrition, supports optimal growth and development, and reduces the incidence of infant illnesses. Also, breastfeeding enhances an infant's cognitive development, leading to improved academic performance in later years.

For women, breastfeeding reduces the risks of breast cancer, ovarian cancer and osteoporosis and helps women recover from childbirth more quickly. The benefits of breastfeeding continue throughout life reducing the incidence of chronic conditions such as obesity and diabetes in children and adults. Breastfeeding is economical, reducing health care costs and employee absenteeism. Also, breastfeeding is environmentally sound, conserving natural resources.

Despite the many benefits of breastfeeding, the rate of breastfeeding in the US and Montana is low. We must address these low rates as a public health challenge and put into place state wide, culturally appropriate strategies to promote and support breastfeeding for the women infants and families in our state. Montana law gives a mother the right to breastfeed wherever she is allowed to be. With passage of this bill it will also be encouraging businesses to support a working mother to continue to breastfeed for the benefit of hers and her baby's health. We will become the 12<sup>th</sup> state \* to reduce a major barrier to exclusive breastfeeding by enacting legislation requiring public employers to make a reasonable effort to provide employees adequate break time and private facilities to express breast milk.

We encourage your support of this important public health legislation.

Sincerely,  
Christine Emerson, MS, RD  
President, Montana Dietetic Association

\* As of November 2006, eleven states have laws related to breastfeeding in the workplace  
California, Connecticut, Georgia, Hawaii, Illinois, Minnesota, Oklahoma, Rhode Island,  
Tennessee, Texas, and Washington.

January 5, 2007

Hon. Carol Williams  
Senate Majority Leader  
State of Montana Senate  
Helena, MT 59620

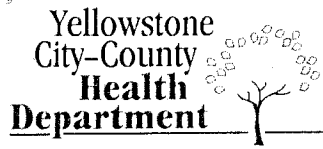
Dear Senator Williams,

I am writing in support of House Bill 0089, for workplaces to provide break time and privacy for women who are breastfeeding.

The overall cost savings and health benefits of breastfeeding are well documented. The U.S. government has acknowledged the importance of breastfeeding. Allowing women in Montana the necessary time and needed privacy will be a win-win situation.

Respectfully,

Diane Arave  
Wellness Officer  
State of Montana  
Health Care and Benefits Division  
PO Box 200130  
Helena, MT 59620-0130



Phone (406) 247-3200 • Fax: (406) 247-3202  
123 South 27<sup>th</sup> Street • P.O. Box 35033 • Billings, MT 59107

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The Honorable Carol Williams  
Senate Majority Leader  
Montana State Senate  
PO Box 200500  
Helena, MT 59620-0500

RE: SB 89 – Breastfeeding Support Act

Dear Senator Williams and Members of the Senate Public Health, Welfare and Safety Committee:

On behalf of the Yellowstone City-County Board of Health, thank you for your leadership in sponsoring SB89 and supporting breastfeeding mothers in the workplace. We appreciate your work with the Montana Dietetic Association in bringing this legislation forward and offer you our support in the bill's successful passage.

As you are well aware, the American Academy of Pediatrics, the World Health Organization (WHO) and the United Nations Children's Fund (UNICEF) strongly recommend and support breastfeeding as the preferred feeding choice for infants.

The Centers for Disease Control and Prevention recommends breastfeeding as one of the ways to prevent childhood obesity. This recommendation is based on studies that have found that children who are breastfed are less likely to be obese when compared to children who were never breastfed.

Breastfeeding also helps in preventing upper and lower respiratory infections, pneumonia, bowel infections, ear infections, and diarrhea in infants. According to Dr. Lawrence M. Gartner, Chairman of the American Academy of Pediatrics' breastfeeding section, breastfed infants have 50 - 95 percent fewer infections. Studies suggest breastfed babies are at lower risk for sudden infant death syndrome and serious chronic diseases later in life like asthma, diabetes, leukemia and some forms of lymphoma, according to the American Academy of Pediatrics.

There are health benefits for breastfeeding mothers as well, including reduced risk of ovarian and breast cancer. Additionally, studies suggest a lower risk of Type 2 Diabetes and osteoporosis later in life for mothers who breastfeed their babies.

The Healthy People 2010 goal for breastfeeding is to have at least 75% of all mothers breastfeed and have at least 50% of all mothers exclusively breastfeed until their babies are six months old. In reaching this goal, women need support and education.

SB89 gives mothers the support they need to continue to provide their infants with optimal nutrition by requiring workplaces to have a written policy supporting women who want to continue breastfeeding after their return to the workplace from maternity leave. In addition, SB89 also instructs workplaces to provide adequate facilities for breastfeeding or the expression of milk. These two important measures, along with break-time flexibility for breastfeeding mothers, will go a long way to support breastfeeding mothers and their infants.

Thank you again for your efforts. We look forward to working with you on this and other important public health measures. If you have any questions, please do not hesitate to contact me at [barbaras@ycchd.org](mailto:barbaras@ycchd.org) or 651-6420.

Sincerely,

Barbara Schneeman, Manager  
Communications and Advocacy



LEWIS AND CLARK  
CITY-COUNTY HEALTH DEPARTMENT  
COOPERATIVE HEALTH CENTER

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1930 Ninth Avenue  
Helena, Montana 59601  
Telephone 4-HEALTH or dial 443-2584  
Health Fax 406-457-8990 / CHC Fax 406-457-8992

January 12, 2007

Senator Carol Williams  
Senate Majority Leader  
Montana State Senate  
Helena, MT 59620

Dear Senator Williams:

On behalf of the Lewis and Clark City-County Health Department, it's my pleasure to thank you for your sponsorship of Senate Bill 89, which revises our state statutes relating to breastfeeding and the work place.

The bill will provide an essential legal protection for breastfeeding women, including employer support for women who breastfeed by providing the break time and privacy needed to accommodate this need. We are grateful to the Montana Dietetic Association for its work on this legislation, and we'd like to wholeheartedly express our support for it.

We know that breastfeeding is not only good for infants and mothers, it's a cost-saving practice for families, employers and insurers. Alternatives to breastfeeding are costly. Families pay up to \$1,500 on infant formula during a baby's first year. That's a cost of \$1.8 million per year to Montana families. It costs health insurers about \$12 million a year to cover the treatment of diseases and conditions preventable by breastfeeding.

SB89 gives mothers the support they need to continue to provide their infants with optimal nutrition by requiring workplaces to have a written policy supporting women who want to continue breastfeeding after their return to the workplace. In addition, SB89 instructs workplaces to provide adequate facilities for breastfeeding or the expression of milk. These two important measures, along with break-time flexibility for breastfeeding mothers, will go a long way in support of breastfeeding mothers and their infants.

The Lewis and Clark City-County Health Department works to improve and protect the health of all Lewis and Clark County residents. In connection with the Cooperative Health Center in Helena, we provide essential public health services that include medical and dental care for children and their families, the elderly and the homeless. Our Women, Infants and Children (WIC) program provides nutritious foods and dietary advice to families, and encourages breastfeeding for its numerous benefits.

Again, we thank you for your efforts in sponsoring SB89. Our department looks forward to working with you on this and future public health initiatives. If you have any questions, please feel free to contact me at (406) 457-8910 or [mreynolds@co.lewis-clark.mt.us](mailto:mreynolds@co.lewis-clark.mt.us).

Sincerely,

Melanie Reynolds, M.P.H.  
Health Officer





507 Sanders Avenue  
Bozeman, MT 59718  
January 11, 2007

Hon. Carol Williams  
Senate Majority Leader  
State of Montana Senate  
Helena, MT 59620

Dear Senator Williams:

La Leche League of Montana applauds your efforts in introducing legislation to protect an employed mother's right to give her baby the very best nutrition, that which is provided by breastfeeding. Many of Montana's working mothers are caught in an untenable bind when break time for breastmilk expression is denied. In reality, legislation allowing mothers break time to breastfeed or express their milk benefits the employer, the employee, and the baby by making the baby healthier, the mother a more dedicated employee, and the employer benefits by having a productive and happy employee who will miss less work time because the baby will be healthier than artificially fed babies.

La Leche League International is a nonprofit organization whose mission is to help mothers worldwide to breastfeed through mother-to-mother support, encouragement, information, and education, and to promote a better understanding of breastfeeding as an important element in the healthy development of the baby and mother. La Leche League of Montana has accredited Leaders across the state volunteering their time to provide mother to mother breastfeeding support at no cost. Breastfeeding is a priceless gift we give to the next generation.

La Leche League of Montana appreciates your efforts and those of the Montana Dietetic Association in sponsoring legislation to improve the well-being of babies in Montana. Please feel free to contact me at 406-556-4689 or at [lleann@earthlink.net](mailto:lleann@earthlink.net) with any questions.

Sincerely,

LeeAnn Swain  
Area Coordinator of Leaders  
La Leche League of Montana

Box 1427  
Columbia Falls, Montana 59912

January 9, 2007

The Honorable Carol Williams  
Montana Senate  
Box 200500  
Helena, Montana 59620-0500

Dear Senator Williams,

I enthusiastically support Senate Bill 89, revising the statutes relating to breastfeeding to allow time and access in the workplace for breastfeeding mothers.

I am the Breastfeeding Coordinator for the Montana Chapter of the American Academy of Pediatrics. We work to encourage all our mothers to breastfeed their infants the first year of their life. In addition to the nutritional benefits, there are health benefits to both the mother and the infant. Breastfeeding promotes a strong emotional bond between mother and child, provides antibodies that help fight illnesses, (i.e. respiratory infections, earaches, pneumonias, and diarrhea), helps prevent Sudden Infant Death, helps to fight obesity, and decreases the risk of type one Diabetes. These benefits in turn provide economic benefits to the family and state (i.e. fewer doctors' visits for illness and reduced formula costs).

By requiring our government and university offices to provide time, access to privacy, and support to our breastfeeding mothers, we will encourage private companies to also give breastfeeding mothers this support. Unfortunately, the way things stand at this time most of our working mothers have to curtail their breastfeeding losing the health and economic benefits they would have.

The Montana Chapter, American Academy of Pediatrics and I appreciate your leadership in this important initiative.

Sincerely,

Mary Ann Carlson, MD  
Breastfeeding Coordinator for the Montana Chapter, American Academy of Pediatrics



December 19, 2006

Hon. Carol Williams  
Senate Majority Leader  
State of Montana Senate  
P.O. Box 201706  
Helena, MT 59620

Dear Senator Williams,

On behalf of the Montana Public Health Association (MPHA), thank you for your leadership in protecting the public health and safety of Montanans by introducing Senate Bill No. 89 an Act generally revising statutes relating to breastfeeding and providing for break time and privacy in work settings. We appreciate the Montana Dietetic Association for requesting this legislation, and we would like to wholeheartedly express our support for its passage.

We are pleased that your legislation will require all governmental offices including State, County, City, School Districts, the University system and health care facilities including hospitals and clinics to have a written policy supporting women who want to continue breastfeeding after returning from maternity leave. We endorse that the policy should state that employers shall support and encourage the practice of breastfeeding, to accommodate the breastfeeding-related needs of employees, and to ensure that employees are provided with adequate facilities for breastfeeding or the expression of milk. In addition, we applaud that the policy would also consider it unlawful discriminatory practice for any employer or labor organization to refuse to hire or employ or to bar or discharge from employment because an employee expresses milk in the workplace.

The Montana Public Health Association (MPHA) is a diverse membership of individuals and organizations advocating for optimal public health best practice standards for all Montanans. MPHA facilitates educational and professional growth opportunities, networking and mentoring, and collaborative relationships for members and partners. MPHA joins with other organizations on specific issues to strengthen the voice of public health and advance legislation to support the people of Montana.

Again, MPHA commends your significant efforts. Our organization looks forward to working with you on this and other important public health initiatives in the future. If you have any questions, please do not hesitate to contact Lora Wier, MPHA Past President, MPHA Advocacy Committee Chair, at (406) 466-2562 or [health@3rivers.net](mailto:health@3rivers.net), or visit the MPHA website at [www.mtpha.com](http://www.mtpha.com)

Sincerely,

Terri Hocking  
President

Cc: Montana Dietetic Association



January 2, 2007

Hon. Carol Williams  
Senate Majority Leader  
State of Montana Senate  
Helena, MT 59620

Dear Senator Williams,

On behalf of the State Breastfeeding Coalition, thank you for your leadership in protecting the public health and wellbeing of Montanans by introducing Senate Bill No. 89. This bill will revise statutes relating to breastfeeding and providing for break time and privacy in work settings. We appreciate the Montana Dietetic Association for requesting this legislation, and we would like to wholeheartedly express our support for its passage.

We are pleased that your legislation will require all governmental offices including State, County, and City, School Districts, the University system and health care facilities including hospitals and clinics to have a written policy supporting women who want to continue breastfeeding after returning from maternity leave. We endorse that the policy should state that employers shall support and encourage the practice of breastfeeding, to accommodate the breastfeeding-related needs of employees, and to ensure that employees are provided with adequate facilities for breastfeeding or the expression of milk. In addition, we applaud that the policy would also consider it unlawful discriminatory practice for any employer or labor organization to refuse to hire or employ or to bar or discharge from employment because an employee expresses milk in the workplace.

The State Breastfeeding Coalition is a group of public health nurses, dietitians, healthcare providers, La Leche League volunteers, independent lactation consultants and WIC staff across Montana dedicated to foster communication and collaboration between each other to help support babies to be breastfeed in Montana. Our mission is to promote united and community based support and leadership, discover innovative solutions, and influence the social norms around breastfeeding in Montana. Montana State Breastfeeding Coalition joins with other organizations on specific issues to strengthen the voice of public health and advance legislation to support the citizens of Montana.

Again, we commend your significant efforts. Our organization looks forward to working with you on this and other important public health initiatives in the future. If you have any questions, please do not hesitate to contact Beth Hall, RD, LD; Montana State Breastfeeding Coalition, at (406) 265-5481 ext 266 or [bethhall@billingsclinic.org](mailto:bethhall@billingsclinic.org).

Sincerely

Beth Hall RD, LD  
Co-chair Montana State Breastfeeding Coalition  
Chair

Cc Montana Dietetic Association



**Public Health**  
Prevent. Promote. Protect.

December 22, 2006

Hon. Carol Williams  
Senate Majority Leader  
State of Montana Senate  
Helena, MT 59620

Dear Senator Williams,

On behalf of the Public Health Nursing Directors, thank you for your leadership in protecting the public health and safety of Montanans by introducing Senate Bill No. 89. This bill will revise statutes relating to breastfeeding and providing for break time and privacy in work settings. We appreciate the Montana Dietetic Association for requesting this legislation, and we would like to wholeheartedly express our support for its passage.

We are pleased that your legislation will require all governmental offices including State, County, City, School Districts, the University system and health care facilities including hospitals and clinics to have a written policy supporting women who want to continue breastfeeding after returning from maternity leave. We endorse that the policy should state that employers shall support and encourage the practice of breastfeeding, to accommodate the breastfeeding-related needs of employees, and to ensure that employees are provided with adequate facilities for breastfeeding or the expression of milk. In addition, we applaud that the policy would also consider it unlawful discriminatory practice for any employer or labor organization to refuse to hire or employ or to bar or discharge from employment because an employee expresses milk in the workplace.

The Public Health Nursing Directors of Montana (PHND) is a group established in 1990 to foster communication and collaboration between directors of public health programs located in local, county or city/county health departments across the state. Our mission is to promote united and dynamic public health nursing leadership, discover innovative solutions, and influence public health policy. PHND joins with other organizations on specific issues to strengthen the voice of public health and advance legislation to support the people of Montana.

Again, PHND commends your significant efforts. Our organization looks forward to working with you on this and other important public health initiatives in the future. If you have any questions, please do not hesitate to contact Cindy Smith RN, PHND Chair, at (406) 265-5481 ext 266 or [smithc@co.hill.mt.us](mailto:smithc@co.hill.mt.us).

Sincerely,

Cindy Smith, RN  
Chair

Cc: Montana Dietetic Association



## Montana Dental Association

Constituent: AMERICAN DENTAL ASSOCIATION

(406) 443-2061 fax: (406) 443-1546  
Toll-free in Montana (800) 257-4988  
E-mail: mda@mt.net www.mtdental.com

January 4, 2007

### 2006-2007 Officers

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Columbia Falls, MT 59912

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Lolo, MT 59847

Roger L. Kiesling, D.D.S.  
121 N. Last Chance Gulch  
Helena, MT 59601

#### *Executive Director*

Mary K. McCue, J.D.

Mary Pittaway, MA, RD, LD  
Nutrition Services Supervisor  
Missoula City-County Health Department  
301 W. Alder  
Missoula MT 59802

Dear Mary,

I write on behalf of the Montana Dental Association, the professional association comprised of 90% of Montana's dentists. The members wish to express their support for SB 89, introduced in the 2007 Montana Legislature by Sen. Carol Williams.

We understand this legislation will greatly benefit Montana's mothers and children by ensuring that employers' policies encourage and allow breastfeeding by mothers in their workplaces. These policies will promote the health of infants and children, thereby reducing overall health care costs.

The Montana Dental Association supports all reasonable and worthwhile efforts to promote the welfare and general health of Montana's infants and children.

Sincerely,

Mary K. McCue  
Executive Director



# Healthy Mothers, Healthy Babies *The Montana Coalition*

January 2, 2007

Hon. Carol Williams  
Senate Majority Leader  
State of Montana Senate  
Helena, MT 59620

Dear Senator Williams:

On behalf of Healthy Mothers, Healthy Babies, *The Montana Coalition*, thank you for your leadership and advocacy in protecting the public health and safety of Montanans by introducing Senate Bill No. 89. This bill will revise statutes relating to breastfeeding and providing for break time and privacy in work settings. We appreciate the Montana Dietetic Association for requesting this legislation, and we would like to wholeheartedly express our support for its passage.

We are pleased that your legislation will require all governmental offices including state and local government, school districts, the university system and health care facilities, including hospitals and clinics, to have a written policy supporting women who want to continue breastfeeding after returning to work from maternity leave. We endorse that the policy should state that employers shall support and encourage the practice of breastfeeding to accommodate the related needs of employees and to ensure that employees are provided with adequate facilities for breastfeeding or the expression of milk. In addition, we applaud that the policy would also consider it an unlawful, discriminatory practice for any employer or labor organization to refuse to hire or employ or to bar or discharge an employee from employment because the individual expresses milk in the workplace.

Healthy Mothers, Healthy Babies, *The Montana Coalition*, was established in 1984 to fill gaps in services for Montana families. Today Healthy Mothers, Healthy Babies continues to provide statewide education, training, and public awareness by working with concerned citizens, community organizations, health educators, health professionals and public policy makers to improve the safety, health, and well-being of children, families and communities. Again, thank you for your efforts on this important issue. We look forward to working with you on this and other important children's legislative initiatives in the future. If you have questions, please do not hesitate to contact me. My personal e-mail address is: [bhallmunger-hmhb@qwest.net](mailto:bhallmunger-hmhb@qwest.net).

Sincerely,

Bette Hall-Munger  
Executive Director

January 8, 2007  
Hon. Carol Williams  
Senate Majority Leader  
State of Montana Senate  
Helena, MT 59620

Dear Senator Williams,

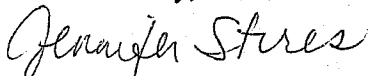
I am writing this letter in support of Senate Bill No. 89; "AN ACT REQUIRING BREAK TIME AND PRIVACY FOR NEEDS OF BREASTFEEDING MOTHERS." I am a breastfeeding, working mother and I currently work at an office that provides a private and comfortable breastfeeding room. I cannot express to you enough how much it has meant to me to have this room. Even more important has been the support of my employer and supervisors to take breaks to pump breast milk.

In my opinion, it is not any different than providing special accommodations to someone who requires wheelchair accommodations or any other special device that enables someone to be a more effective and loyal employee. Just as it would be discriminatory to deny someone the opportunity to work because they are disabled and need special accommodations, I believe it is discriminatory for employers to not support and assist breastfeeding mothers with their need to continue breastfeeding or pumping while at work. Breastfeeding is a biological necessity for infants. Women in the workforce are an economic necessity for families. Our country should be prioritizing both and encouraging all of us to follow the healthiest practices. Research shows many lifetime benefits for both babies and women.

From an employer's perspective women who breastfeed are absent less days from work and show an overall increased loyalty to their employer. I would simply feel cheated if I had to return to work and was forced to quit breastfeeding early. Speaking for all the breastfeeding mothers, I would seriously examine my relationship with my employer and would probably not return to work or would return with resentment towards my employer. Babies who are weaned from breast milk early suffer the consequences, women suffer the consequences, and employers suffer the consequences.

As I mentioned before, breastfeeding provides optimal health for babies and women. In our country, where women must work to provide for their families it seems like a natural accommodation for employer's to support and provide private rooms for breastfeeding women. I am thrilled that my employer has already instituted this policy and I am thrilled that our government is taking a closer look at the benefits breastfeeding provides to everyone.

In all sincerity,



Jennifer Stires  
Working-Breastfeeding Mother  
6980 Linda Vista Blvd.  
Missoula, MT 59803  
Tel. #406-396-6092



# American Academy of Pediatrics

DEDICATED TO THE HEALTH OF ALL CHILDREN™



## Montana Chapter

**Montana Chapter**

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Helena, MT 59601-9666  
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Fax: 928/447-7713  
E-mail: jdonaldson@aap.net

**Montana Chapter Officers****President**

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Fax: 406/731-2142  
E-mail: crwmd@yahoo.com

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**Secretary-Treasurer**

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**Executive Director**

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E-mail: kidsdocs@aap.org  
www.aap.org

January 9, 2007

The Honorable Carol Williams  
Montana Senate  
P.O. Box 200500  
Helena, MT 59620-0500

Dear Senator Williams,

On behalf of the Montana Chapter, American Academy of Pediatrics, I am pleased to offer the support of our membership for Senate Bill 89, revising the statutes related to breastfeeding, by providing time and access in the workplace to breastfeeding mothers.

Pediatricians recognize the importance of breastfeeding as the primary nutritional source for infants in the first year of life. Whenever possible, we encourage exclusive breastfeeding for a minimum of four months after birth. In addition to the well known nutritional benefits, breastfeeding has been shown to reduce the incidence of respiratory infection, ear infections, pneumonia and diarrhea.

Breastfeeding helps to promote bonding between infant and mother, and it is unfortunate that many women feel it necessary to limit or stop breastfeeding when they return to the workplace after maternity leave. We strongly endorse the language in SB 89 to establish a written policy which will require all governmental offices to provide time, access, privacy and support for breastfeeding mothers. We also appreciate the effort to encourage private business to voluntarily offer support for breastfeeding mothers.

There are also important economic benefits to Montana families who choose breastfeeding, in reduced costs for formula. This savings also accrues to governmental programs such as the Special Supplemental Nutrition Program for Women, Infants and Children (WIC).

The Montana Chapter, American Academy of Pediatrics, is the statewide professional organization for Montana pediatricians. We work to promote the optimal physical, mental and social health well being of Montana children and families. Thank you for taking a leadership role in this important initiative.

Sincerely,

Catherine White, MD  
President, Montana Chapter, American Academy of Pediatrics



January 5, 2007

2800 Tenth Avenue North  
P.O. Box 37000  
Billings, Montana 59107-7000

Regarding: Support for breastfeeding women in the workplace

Dear Legislators:

We appreciate the proposal of house bill number 89 and would like to support your efforts in this legislation.

Babies fed their mother's milk are considerably healthier than babies fed cow's milk proteins or "milk" produced from soy beans. Receiving human milk should be every baby's birth right. And certainly those women who are breastfeeding their babies should find support for pumping their milk when they go back to work in order to be able to continue to provide this ideal food source for their child.

80% of women return to work within the first year of the infant's life. For a woman to succeed with continued pumping when she returns to work she needs to have a clean and secure place to pump. She needs a room where she can lock the door, with a sink close by so that she can wash the pump parts. It is not essential that she have a refrigerator in which to keep her milk for the day, as she can keep it in a small Mila lined food storage container with ice packs, but a small refrigerator would be helpful.

Billings Clinic provides this resource for all of its employees. Please see included photos of our "pumping rooms" It is our hope that other businesses will also take the time, energy, and resources to provide a similar pumping place for their employees.

Those of us associated with the Billings Clinic Family Birth Center, Lactation Support Services, and Nutrition Services would like to applaud you for your efforts to make it easier for every working woman to be able to pump her milk for her baby when she returns to work.

Sincerely,

Celeste Dimon  
Director - Women's and Children's Services

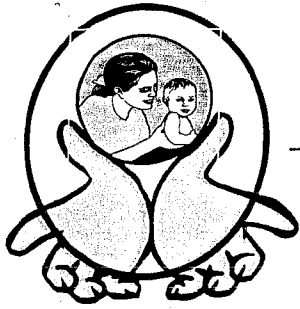
Terry Sauer  
Manager, NICU and Pediatrics

Angela Dupuis  
Manager, Labor and Delivery

Diane Powers  
Lactation Consultant

Carolyn Jackson  
Lactation Consultant

Beth Hall & Heather Petty  
Dietitians



# MAWA

Montana Association of WIC Agencies

January 2, 2007

Honorable Carol Williams  
Senate Majority Leader  
State of Montana Senate  
Helena, MT 59620

Dear Senator Williams:

As an association that works to support the public health of low income women, infants and children in Montana, we wholeheartedly support the upcoming Senate Bill 89, which will provide support to breastfeeding mothers who return to work after maternity leave.

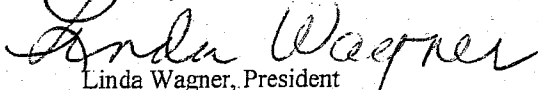
Requiring that all governmental offices provide support to mothers, including privacy, flexibility in break time and most importantly, a written policy that supports this natural and healthy gift of a mother to her baby is an ideal first step to promote maternal and infant health. Employers who offer this support benefit from reduced absenteeism, lower health care costs to their insurance program and happier employees. In addition, breastfeeding reduces the risk of certain types of cancer, heart disease, and osteoporosis. Breastfeeding also is shown to help a mother and her baby form a strong emotional bond.

Most mothers in Montana must return to work soon after delivery. Our economy is such that it takes more than one income to support a family. Since welfare reform was enacted, mothers are no longer able to stay home, even for a few months to care for and bond with their babies. It is unfortunate that many mothers still chose to switch to formula when they return to work due to time constraints, embarrassment and the sense that they are somehow disrupting the work environment for others. We endorse the policy stating that employers shall support and encourage the practice of breastfeeding to accommodate the related needs of employees and to ensure that employees are provided with adequate facilities for breastfeeding or the expression of milk.

In addition, breast feeding also benefits the baby, for the most part, nutritionally. Human milk contains at least 100 ingredients not found in formula. Breastfeeding reduces the incidence of respiratory infection, ear infections, pneumonia, and diarrhea. Breastfeeding helps protect against sudden infant death syndrome (SIDS). Exclusive breastfeeding (no formula) for a minimum of four months can decrease the risk of Type 1 Diabetes.

Our association, with representatives throughout Montana, in all counties and on each of our seven Indian reservations, fully supports this initiative. Through WIC, we serve more than 22,000 clients each month, and in fact over half of all infants born in Montana are enrolled in WIC. As a society we have bought into the formula companies rhetoric, believing and stating that breastfeeding and formula feeding are essentially equivalent; however, recent scientific information has soundly refuted this assertion. We now promote breastfeeding as the ideal way to nurture a baby and by supporting this bill, our efforts are enhanced and reinforced.

Sincerely,

  
Linda Wagner, President  
The Montana Association of WIC Agencies



Women's Voices for the Earth

Sen. Carol Williams  
Montana State Legislature  
P.O. Box 201706  
Helena, MT 59620-1706

December 5, 2006

To Senator Carol Williams and all members of the Montana Senate and House of Representatives,

I am writing on behalf of Women's Voices for the Earth (WVE) to express our strong support for LC0042 "An Act generally revising statutes related to breastfeeding." Breastfeeding is the best option for feeding infants for numerous health reasons. This legislation will help ensure working mothers maintain their rights to breastfeed after returning from maternity leave.

WVE is a non-profit environmental health advocacy organization founded in 1995 with offices in Missoula and Bozeman. We represent hundreds of Montana women and men concerned about environmental health. WVE's mission is to empower women, who historically have had little power in affecting environmental policy, to create an ecologically sustainable and socially just society.

We are particularly concerned about toxic pollutants such as mercury, PBDEs, organochlorines and others which contaminate breastmilk, and which a mother can transmit to their child through feeding. Thus we work to reduce and eliminate women's exposure to these contaminants which can affect women and children's health. Despite the valid concern about breastmilk contamination, scientific studies still show that the advantages of breastfeeding still outweigh any additional risk from the ingestion of these pollutants. We strongly support reducing the barriers for women who want to breastfeed their children after returning to work.

We encourage you to support LC0042 for the health of the next generation of Montanans.

Sincerely,

Alexandra Gorman  
Director of Science and Research

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## **Flathead City-County Health Department**

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Community Health Services

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Environmental Health Services

751-8130 FAX 751-8131

Reproductive Health Services

751-8150 FAX 751-8151

Home Health Services

751-6800 FAX 751-6807

WIC Services

751-8170 FAX 751-8171

January 16, 2007

Senator Dan Weinberg, Chair  
Senate Public Health, Welfare and Safety  
Capital Station  
Helena, MT 59620

Re: Senate Bill 89

Dear Senator Weinberg,

Please accept this testimony in support of SB 89, an Act requiring break time and privacy needs of breastfeeding mothers.

As a public health practice, breastfeeding is the preferred feeding choice for infants by the American Academy of Pediatrics, the Centers for Disease Control and Prevention (CDC), the World Health Organization (WHO) and the United Nations Children's Fund (UNICEF). Research has shown that breastfeeding has a role in preventing respiratory infections in infants and obesity in children, as well as reducing the risk of ovarian and breast cancer in their mothers.

This Bill is supported by the Flathead City-County Board of Health. In fact, our Board has already adopted a policy that mirrors this proposal. Please don't hesitate to contact me if you have any questions regarding our position on this Bill.

Best Regards,

Joseph W. Russell, R.S., M.P.H.  
Health Officer